



Weare Public Library
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Board of Trustees

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Terri Wahnowsky, Secretary
Paul Marsh, Alternate
Phillip Enrico, Alternate

Christine Hague, Director

Minutes of Weare Public Library Trustees meeting

August 30, 2007

Present: Susan Morin, Paul Marsh, Christine Hague, Thelma Tracy.

Meeting called to order at 6:35 PM. Director Christine Hague introduced newly hired Assistant Librarian Thelma Tracy to the trustees present. Tracy will begin her duties September 10.

A public hearing to accept gifts came to order at 6:45 to accept \$317.25 in funds raised by the Born Backward concert put on by the Volunteers for the Weare Public Library on August 26. Funds were accepted for the use of restoration and improvement of the Children's Room. The hearing adjourned at 6:47.

The trustees reviewed the August director's report. Hague reported over \$2300 raised at the Friends' and Lions' August 25 book and bake sale. Difficulties to be addressed by the Friends at their next meeting were discussed. Sale donations filled the library lobby, creating a hazard, and only the same stalwart volunteers came to sort and remove books from that area. In addition, many books had to be disposed of, requiring extra hours of labor to prepare for recycling, which may affect the future of book sales.

Hague explained a problem with the library e-rate grant. Normally, an amount of the grant is credited to the phone bill monthly. However, Dave Farr at Granite State Telephone has not contacted her since he said in early August that Granite State would not do this. The problem is that Universal Service, the grantor, works through the phone company in delivering e-rate funds to the grantee.

Paul Marsh, alternate trustee and member of the Benefit Review Committee, reported on the wage scale under consideration with that committee. Hague pointed out that when the scale was created, some employees already received more than the scale would have offered for their step, so longevity adjustments were made. The problem that occurs now is that some employees with very limited responsibilities are close to the pay rates of employees with broad responsibilities including supervision of volunteers or pages. The question was left open as to how to address fair compensation.

Marsh also explained that the town has a review system for all employees. To move up the scale being created, there must be a minimum level of performance. He recommended the library develop a parallel mechanism to evaluate employees. Susan Morin wanted to know why [insur-

ance] benefits were not given to 30 and 32-hour employees. She felt that we should be able to move these staff members into a position to receive benefits.

The trustees looked at a letter to John Corrigan, regarding Safe Routes to School, a program being considered by a committee in Weare headed by Walt Alderman. Corrigan is applying for funding on behalf of the state of New Hampshire. The language of the draft letter was approved. The trustees are in favor of the planning now underway to try to develop safe routes for bicycling or walking in the center. Copies of the letter will be given to Alderman.

Hague described the progress of the restoration activity in the children's room. She gave the timeline for the week of September 10, when tradesmen and volunteers will move furniture, replace the flooring and plumbing, put furniture back in the room, and make it ready for books to be reshelfed.

In preliminary discussion of budget and warrant articles, Hague expressed a desire to get at least the amount of last year's proposed budget passed, saying that the wage package was paramount. The need for smoke detectors and alarms in the Paige Room, and for repair to the crumbling masonry on the south side of the Paige library also came up.

Discussion of the windows restoration led to the unanswered question of whether the Board of Selectmen has used the \$24,150 the library successfully had placed in the capital reserve maintenance fund in 2007. It was decided that one or more representatives of the library should attend the Board of Selectmen's September 10 meeting to find out. Hague reported that the leaded glass in the fan window in the Paige section was still not repaired after a year and said that it should be done but that she wanted an expert to remove the window for the artisan who would replace the pane.

When Hague mentioned that the 2008 warrant may contain an article to revise the language of the building maintenance fund Marsh said that Planning Board Chairman Paul Morin wants to distinguish between capital expenses and maintenance. Hague wanted to be sure the windows money would be applied to our needed repairs of windows. Susan Morin said she wanted to move on the windows project. Hague said bids would take 20-30 days and can't be solicited until we are sure of funding.

The Conservation Commission wants to give the library "Seasons in a Marsh," a hand-stencilled mural by Linda Graham now in the conservation room. Questions about size dominated the discussion. There were also questions about moving it and expense to preserve it. No decision was made to accept the mural.

Finally, there was discussion of another meeting to plan some kind of recognition for the volunteers who have helped the Children's Room Flood Fund. There are so many, Hague said, that recognition would probably not reach them all during one event. No plan was made for this recognition but it was agreed to poll trustees to see what should be done.

Next meeting date is set for September 20 at 6:30 PM. Adjournment at 8:20.

Respectfully submitted,
Christine Hague

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